



EXECUTIVE DIRECTOR SEARCH

MAINE ORGANIC FARMERS AND GARDENERS

The Board of Directors of Maine Organic Farmers and Gardeners seeks a dynamic leader and proven manager who shares our passion for organic agriculture, local food production, a healthy environment, and thriving Maine communities.

Background and Overview

The Maine Organic Farmers and Gardeners Association (MOFGA), formed in 1971, is the oldest and largest state organic organization in the country. MOFGA takes pride in its success in promoting and supporting Maine farmers and a multi-generational agricultural community and has been at the heart of changing Maine's farm culture. MOFGA's efforts have resulted in dramatically increasing the popularity of organic local agriculture and healthy living, and its organizational successes and impact have resulted in national and international recognition.

When asked to describe MOFGA, the first response is almost always: "It's a community." Today that community includes more than 6,200 memberships, with over 11,000 members, a volunteer corps of more than 2,500, a 20 member board of directors, and a staff of 34. This community is best symbolized by its signature community gathering: the Common Ground Country Fair, which annually attracts more than 63,000 visitors during one weekend in September.

While best known to the general public as the host of the Fair, the core work of MOFGA is educating people—from novices to masters—about how to grow, prepare, and share good organic food. In addition to educating producers, MOFGA educates the general public, consumers, and policy makers about the value of local organic food and protecting the environment. Bolstering this work is MOFGA's active public policy role, advocating in support of organic farming and gardening, the health of the environment, and the survival of socially and economically just, rural communities.

MOFGA's organic certification program annually reviews the practices of over 500 farms and food processors to help assure the public that food labeled as "certified organic" has been grown according to nationally accepted organic standards. Today, as a result of MOFGA's support for, and partnership with, farmers in Maine, more than 95,000 acres of farmland in the state is MOFGA certified organic. MOFGA works to grow the market for local organic products and strengthen the economic viability of MOFGA certified producers and local communities.

MOFGA models organic farming and rural living at its year-round education center in Unity, a 300+ acre "campus" that includes MOFGA's administrative offices. MOFGA has an endowment most recently valued at \$4.65 million, a 2018 budget of \$4,095,000, and an annual campaign with a target this year of \$815,000. Responding to a challenge grant from the Woodcock Foundation, MOFGA is in year two of a six year, \$13 million campaign, and is in the planning stage for a comprehensive campaign.

MOFGA's mission: The Maine Organic Farmers and Gardeners Association is a broad-based community that educates about and advocates for organic agriculture, illuminating its interdependence with a healthy environment, local food production, and thriving communities.

A more comprehensive description of MOFGA and its many programs and services can be found on the website: www.mofga.org.

Priorities for the future

Guided by a recently completed strategic plan, the Executive Director will work with the Board of Directors, MOFGA volunteers and partners, and a talented and experienced staff to lead and grow the organic movement in Maine. MOFGA's Board is seeking an energetic and trusted leader who can build and nurture essential relationships throughout Maine—a leader who can embrace MOFGA's culture, honor its grassroots history, and support a highly regarded staff team to achieve ambitious goals for the future.

To support achievement of MOFGA's vision for the future—a future of healthy ecosystems, communities, people and economies, sustained by the practices of organic agriculture—the MOFGA Board of Directors has identified the following organizational priorities to guide our next Executive Director:

- Build relationships and strengthen bonds with our members, volunteers and donors, across the state of Maine, while working with the board, staff, and committees to advance the goals of deepening member engagement and building the diversity of our membership.
- Guide and support communication efforts to promote the Maine organic brand, to expand markets for organic products, and bring heightened visibility and recognition to MOFGA.
- Play an active and visible role in ensuring MOFGA's financial well-being and sustainability while taking a leadership role in annual and capital fundraising efforts.
- Support the staff team, taking steps to empower them in their work, build their capacity, and ensure they have the organizational, technological, and physical infrastructure in place to be successful.
- Partner with the board and staff to advance the strategic plan, bring rigor to the tracking and evaluation of performance, and support the ongoing development of board governance practices.
- Represent MOFGA in Augusta and in Washington D.C, advocating for organic integrity, small farmers, and a healthy, sustainable environment.

Position Requirements

To lead MOFGA requires a comprehensive set of skills and abilities. We expect that the successful candidate will bring the following to MOFGA:

- A passion for our values, our mission, agriculture and the environment
- A “curious mind” and a hunger for learning
- Senior-level leadership experience, including proven ability to manage and support staff and volunteer teams
- Solid writing skills, comfort in public speaking, and being regarded by all as a “good listener”

- A proven “relationship builder” who can also demonstrate hands-on experience with and a readiness to engage in fundraising
- The highest level of recommendations from references, collaborative partners, and peers

In addition to the expectations listed above, preference will be given to candidates who can also demonstrate the following:

- A deep appreciation for the value and impact of volunteers and a track-record of successfully working with volunteers to achieve shared goals
- Demonstrated ability in developing organizational strategies and carrying them through to completion
- Nonprofit experience, including working in a healthy and productive partnership with a board of directors
- A global vision coupled with relevant policy and advocacy knowledge and experience at the state and federal level
- Hands-on experience with, and or a deep knowledge of, farming, growing, organic practices, and the realities of rural living
- Ability to engage with our varied and diverse community and develop and nurture essential relationships

Compensation

Comprehensive benefits package and competitive salary commensurate with experience.

This position reports directly to the Board of Directors. The successful candidate can expect a formal review after six months as well as an annual review.

To Apply

Interested candidates should submit a cover letter and résumé to Starboard Leadership Consulting at the following address search1@starboardleadership.com. The cover letter and résumé should contain detailed information concerning work experience, past successes, leadership experience and qualifications. Please be prepared to provide contact information for professional references upon request.

Paper copies may be sent to Lisa Belyea, Starboard Leadership Consulting, 84 Harlow St., Bangor, ME 04401, but **electronic submission of materials is preferred**. No phone inquiries, please. Review of applications will begin on March 28, 2018.